



Commission on Educator Leadership & Compensation

Meeting Notes

Date: June 16, 2015

Time: 10:00 AM to 11:00 AM

Location: Teleconferenc

MEMBERS PRESENT: Mary Jane Cobb, Paula Vincent, Dan Smith, Mike Beranek, Lisa Bartusek, Mary Jo Hainstock, Paul Gausman, Ray Feuss, Jeff Anderson, Jeff Orivs, Molly Boyle, Brenda Garcia, Patti Fields, Denny Wulf, Kevin Ericson, Ryan Wise, and Lora Rasey

AGENDA ITEMS:

1. Review of agenda and objectives for the day. No decision items today.
2. Brief check-in and update since April. What are you hearing and seeing?
 - Ryan – Hired Becky Slater from Colo-Nesco. Will start on Friday June 19th. Has lead Teacher Leadership and Compensation (TLC) implementation in Colo-NESCO. She will be working with commission support and special emphasis on the evaluation side. Will review plan change requests and refine the process and public reporting. She will have critical role in coordinating evaluation processes.
 - Mary Jane – Level of concern implementing TLC with limited resources from the state.
 - Paula – Working with schools yet to submit approved grants. Waiting to see if a million dollars will come to AEAs for professional development for TLC implementation.
 - Dan - Watching what governor will do with million dollars for TLC administrator support.
 - Lisa - none
 - Mike – concern regarding lack of staff input into plan and plan changes. Also concerned with some Instructional Coaches (IC) viewing themselves as quasi administrators. ICs are there to help in classroom and not fulfill administrator roles.
 - Mary Jo - none
 - Paul – Northwest part of state, positive feeling/ tone in the area and impressed with quality of implementation. Some schools may not be applying in that area.
 - Ray – none
 - Jeff A – Told story of school with six new teachers in the building that TLC program has helped with the mentoring of those folks. School counselors may not be allowed to be part of TLC plans.
 - Molly – none
 - Brenda - Teachers want opportunity to share with their district what is and isn't working with TLC implementation.
 - Patty – none

- Denny – Shared his evaluation tools to determine direction for next year.
- Jeff O – none
- Kevin – Nevada going great, getting ready for first year and seeking some positions to be filled. Some classroom teachers are afraid that teacher leaders may be in classroom to be evaluative. Some back filled positions have not been filled.

3. Evaluation.

End-of-Year Report Form: Included all of the Part 8s with district TLC goals and measures. Gave districts a unified way to report on their measures and what they will provide in the report. Survey has June 30 deadline, we have about 25 percent in and complete. Form was tailored and based on commission feedback. All but 1 of 39 districts had a range of measures that included student achievement. The one that missed the boat on goals was asked to report on the five overarching goals for the state.

Statewide level: Six vendors submitted to the request for proposal. AIR was selected as the vendor. First meeting next week to work with AIR on timeline, reporting and methods. The proposal looks at state goals and “must have” components and how districts are progressing in those areas. Lisa commented that she is enthused that AIR will be the partner in evaluation, also reminded us that we need to find ways to help districts feel equipped to report on the goals they have set for themselves. Capacity building opportunities to assist LEAs in being able to assess their implementation progress with meaningful data may need to be developed. AIR has design that will be able to examine impact of TLC on student achievement. Statewide evaluation will also connect to C4K and joint work with AEAs. Programs and initiatives now and in the future will be consistent with terminology and the research design approach. More details in the final deliverables will be presented at the Commission on Educator Leadership and Compensation (CELC) fall meeting.

4. Fall Application Process and Next Steps. The grant system is now open. The submission deadline for Cohort 3 plans is October 16, 2015. If a district does not submit an application by this date, the district will not be eligible to receive TLC funding. It is no longer a competitive process. Submissions will be read and scored by the TLC commission members. In order to receive 2016-17 funding for TLC, the school district must reach the minimum score of 73 or higher. The scoring announcement will be made early December 2015. Districts that do not achieve the minimum required score of 73 will be contacted on next steps, which may include the opportunity to improve and resubmit their plan. Districts should, however, take advantage of all available resources prior to October 16 to develop a robust plan aligned with the commission’s rubric.
5. Meeting dates will be sent out.
6. Follow-up on high-needs schools: was not funded this year. To be funded next year. CELC feedback and input has been helpful and will be used in the future.

